

SECTION 7

COMMUNICABLE DISEASE POLICY

PURPOSE: The Board of County Commissioners is committed to providing fair and equal opportunity to all employees, including those who have a communicable disease. The Board is also committed to providing all employees a safe work place.

POLICY: It is our policy not to discriminate against any employee because they may have a communicable disease, may be terminally ill or may be suspected of having a communicable disease or being terminally ill.

GENERAL ADMINISTRATION:

1. We recognize that employees and the immediate family members with life-threatening illnesses and communicable diseases including, but not limited to, AIDS, may choose to remain involved in as many normal activities, including work, as their condition allows. As long as these employees are able to perform the essential functions of their position, and medical or other evidence indicates that their condition is not a threat to others, they will be treated fairly and consistently with other employees.
2. Employment decisions regarding employees with communicable diseases will be based on certified medical judgment and potential risk to others.